

TUITON BENEFIT AMOUNTS CHART *(Revised 03-24-2010)*

The information provided below is a summary of current tuition benefits. Please see the labor contracts for specific details.

- ☐ For courses taken on "City Time," courses must be **directly job-related and critical** to the employee's present position as determined by both the Department Head and the Department of Employee Relations. *This includes employees using the Tuition Benefit for in-house training classes.*
- ☐ *** Employees represented by these bargaining units are not eligible to take courses on "City Time" and must attend ALL courses, seminars and conferences on their own time to be eligible for the Tuition Benefit.
- ☐ **Employees must remain in service for a 6-month period** after the successful completion date of approved courses, seminars or conferences (*both DER-sponsored and outside courses*) or the amount reimbursed will be deducted from the employee's final paycheck. For Membership Dues, Licenses or Certifications, employees must remain in service for a 6-month period after reimbursement of such fees, or the amount reimbursed will be deducted from the employee's final paycheck. You will not receive reimbursement if you leave prior to completion. *Employees of Local 215, MPFFA, must remain in service for a 1-year period. Exceptions are as follows:* Retirements, transfers to MPS, positions eliminated due to budget cuts, or tuition reimbursement used by employee at the department's request.

Chief Officers Association	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks • \$600 of tuition balance for membership dues
<ul style="list-style-type: none"> • Local 195, Bridge Operators, AFL-CIO (1/1/10-12/31/11) • Milwaukee Police Association, Local #21, IUPA, AFL-CIO (1/1/07 – 12/31/09) • Plumbers' Local 75, AFL-CIO (1/1/10 – 12/31/11) • Public Employees' Union #61, LIUNA, AFL-CIO, CLC (1/1/04 – 12/31/06) 	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks
Local 215, Milwaukee Professional Firefighters' Association, IAFF, AFL-CIO (1/1/07 – 12/31/09)	<ul style="list-style-type: none"> • \$925 per calendar year for tuition and required textbooks
Local 218, ALEASP, IUPA, AFL-CIO, Police Support Services Personnel (1/1/04 – 12/31/06)	<ul style="list-style-type: none"> • 1200 per calendar year for tuition and required textbooks • \$100 of tuition balance for membership dues for the "Assn. of Public-Safety Communication Officials" (APCO) and the "Nat'l Emergency Number Assn." (NENA) <u>only</u> for the following job classifications: <i>Police Telecommunicator, Lead Police Telecommunicator, and Police Dispatcher.</i> • \$100 of tuition balance for membership dues in job-related organizations for the following job classifications: <i>Electronic Technician and Mail Processor.</i>
Local 494, IBEW, AFL-CIO, Electrical Group (6/11/07 – 5/31/10)	<ul style="list-style-type: none"> • \$1000 per calendar year for tuition and required textbooks or equipment • \$100 of tuition balance for membership dues in designated professional organizations (<i>i.e., Electrical Maintenance Engineers, Int'l Electrical Inspectors, or others approved by employee's Division Head</i>)

*** Local 494, IBEW, AFL-CIO, Fire Equipment Dispatchers (1/1/04 – 12/31/06)	<ul style="list-style-type: none"> • \$600 per calendar year for tuition of which up to \$300 may be used for required textbooks.
Local 494, IBEW, AFL-CIO, Machine Shop – Infrastructure Services (1/1/10 – 12/31/11)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks or equipment • \$100 of tuition balance for membership dues approved by employee's Division Head.
*** Local 510, Machinists and Fire Equipment Repairers (1/1/10 – 12/31/11)	<ul style="list-style-type: none"> • \$950 per calendar year for tuition and required textbooks
Management, General City (includes Fire, Police and Sworn Management) (1-1-10 to 12-31-10)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks. • Any amount of tuition balance may be used for membership dues. • A maximum of \$500 of tuition balance may be used for <u>job-related</u> certification or license fees.
*** Milwaukee Building and Construction Trades Council, AFL-CIO (8/1/07 – 7/31/10)	<ul style="list-style-type: none"> • \$700 per calendar year for tuition of which up to \$150 may be used for required textbooks.
Milwaukee Police Association (Police Aide Unit), Local #21, IUPA, AFL-CIO (1/1/07 – 12/31/09)	<ul style="list-style-type: none"> • Combined maximum of \$2400 the first two calendar years of employment for tuition and required textbooks • \$1200 per calendar year after the first two years of employment. • \$100 of tuition balance for short courses (<i>courses less than 3 weeks in length</i>)
Milwaukee Police Supervisors' Organization (1/1/04 – 12/31/06)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks • \$150 of tuition balance for membership dues
Municipal Attorneys, Association of (1/1/10 – 12/31/11)	<ul style="list-style-type: none"> • Combined maximum of \$2200 for tuition and required textbooks for two-year period of 2009-2010, and \$2200 for 2011-2012. • Any amount of tuition balance may be use for membership dues.
Non-Management/Non-Represented, General City (<i>per Common Council Resolution</i>)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks • \$75 of tuition balance for membership dues
Scientific Personnel, Association of (1/1/10 – 12/31/11)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks • \$125 of tuition balance for membership dues
Staff Nurses' Council (1/1/04 – 12/31/06)	<ul style="list-style-type: none"> • \$1200 per calendar year for tuition and required textbooks • \$110 of tuition balance for membership dues
Technicians, Engineers & Architects of Milwaukee (TEAM); (1/1/10 – 12/31/11)	<ul style="list-style-type: none"> • Combined maximum of \$2200 for tuition and required textbooks for calendar years 2009-2010, and \$2200 for 2011-2012. • \$125 of tuition balance for membership dues

Milwaukee District Council 48, AFSCME, AFL-CIO (1/1/10 – 12/31/11)

☐ Includes Local 139, Joint Bargaining Unit, District Council 48 (1/1/04 – 12/31/06)

- **\$1200 per calendar year for tuition and required textbooks**
- **\$100 of tuition balance for membership dues ONLY for the following job classifications:**

Assessor's Office (<i>\$120 for membership dues</i>)	<ul style="list-style-type: none"> • Property Appraiser 	<ul style="list-style-type: none"> • Senior Property Appraiser
DPW-Operations, Forestry Division	<ul style="list-style-type: none"> • Forestry Services Technical Coordinator • Urban Forestry Crew Leader 	<ul style="list-style-type: none"> • Urban Forestry Specialist • Urban Forestry Technician
DOA-Information & Technology Management Division	<ul style="list-style-type: none"> • Lead Computer Programmer • Microcomputer Analyst • Operations Analyst 	<ul style="list-style-type: none"> • Programmer Analyst • Project Assistant • Systems Specialist I, II
DPW-Water Works (Local 952 only)	<ul style="list-style-type: none"> • Employees of the Plants Section 	
Health Department	<ul style="list-style-type: none"> • Dietetic Technician • Environmental Disease Control Specialist • Environmental Health Coordinator • Environmental Health Specialist 	<ul style="list-style-type: none"> • Environmental Hygienist • Nutritionist • Public Health Educator • X-Ray Technician
Milwaukee Public Library	<ul style="list-style-type: none"> • Administrative Assistant (Processing) • Graphic Designer • Librarian Intern 	<ul style="list-style-type: none"> • Librarian I, II, III, IV • Library Reference Assistant • Library Services Assistant
Neighborhood Services, Department of	<ul style="list-style-type: none"> • Boiler Inspector • Lead Boiler Inspector • Building Construction Inspector • Building Construction Inspector Intern • Lead Building Construction Inspector • Code Compliance Inspector • Code Enforcement Inspector • Electrical Inspector • Electrical Plan Examiner I • Elevator Inspector 	<ul style="list-style-type: none"> • Environmental Health Specialist • Environmental Hygienist • Lead Elevator Inspector • Plan Examiner Specialist • Special Enforcement Inspector • Sprinkler Construction Inspector • Lead Sprinkler Construction Inspector • Zoning Inspector • Zoning Specialist
Miscellaneous Job Classifications	<ul style="list-style-type: none"> • Associate Planner • Drafting Technician • Engineering Drafting Technician • Engineering Technician 	<ul style="list-style-type: none"> • Inspection Specialist • Instrument Recorder Technician • Property Records Drafting Technician • Senior Planner